

P-4 EU 35-Hours Salary Plan Effective 06/18/2010

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
EU	11	Annual	\$31,311.00	\$32,261.00	\$33,221.00	\$34,175.00	\$35,158.00	\$36,157.00	\$37,164.00	\$38,095.00	\$39,047.00
		Bi-Wk	\$1,199.66	\$1,236.06	\$1,272.84	\$1,309.39	\$1,347.05	\$1,385.33	\$1,423.91	\$1,459.58	\$1,496.06
		Daily	\$119.97	\$123.61	\$127.29	\$130.94	\$134.71	\$138.54	\$142.40	\$145.96	\$149.61
		Hourly	\$17.14	\$17.66	\$18.19	\$18.71	\$19.25	\$19.80	\$20.35	\$20.86	\$21.38
EU	12	Annual	\$32,325.00	\$33,326.00	\$34,313.00	\$35,345.00	\$36,381.00	\$37,430.00	\$38,468.00	\$39,429.00	\$40,416.00
		Bi-Wk	\$1,238.51	\$1,276.86	\$1,314.68	\$1,354.22	\$1,393.91	\$1,434.10	\$1,473.87	\$1,510.69	\$1,548.51
		Daily	\$123.86	\$127.69	\$131.47	\$135.43	\$139.40	\$143.41	\$147.39	\$151.07	\$154.86
		Hourly	\$17.70	\$18.25	\$18.79	\$19.35	\$19.92	\$20.49	\$21.06	\$21.59	\$22.13
EU	13	Annual	\$34,147.00	\$35,410.00	\$36,682.00	\$37,947.00	\$39,224.00	\$40,490.00	\$41,767.00	\$42,813.00	\$43,883.00
		Bi-Wk	\$1,308.32	\$1,356.71	\$1,405.45	\$1,453.91	\$1,502.84	\$1,551.35	\$1,600.27	\$1,640.35	\$1,681.35
		Daily	\$130.84	\$135.68	\$140.55	\$145.40	\$150.29	\$155.14	\$160.03	\$164.04	\$168.14
		Hourly	\$18.70	\$19.39	\$20.08	\$20.78	\$21.47	\$22.17	\$22.87	\$23.44	\$24.02
EU	14	Annual	\$35,745.00	\$37,062.00	\$38,373.00	\$39,688.00	\$40,998.00	\$42,311.00	\$43,623.00	\$44,716.00	\$45,833.00
		Bi-Wk	\$1,369.55	\$1,420.00	\$1,470.23	\$1,520.62	\$1,570.81	\$1,621.12	\$1,671.38	\$1,713.26	\$1,756.06
		Daily	\$136.96	\$142.00	\$147.03	\$152.07	\$157.09	\$162.12	\$167.14	\$171.33	\$175.61
		Hourly	\$19.57	\$20.29	\$21.01	\$21.73	\$22.45	\$23.16	\$23.88	\$24.48	\$25.09
EU	15	Annual	\$37,464.00	\$38,815.00	\$40,165.00	\$41,513.00	\$42,867.00	\$44,228.00	\$45,573.00	\$46,716.00	\$47,883.00
		Bi-Wk	\$1,435.41	\$1,487.17	\$1,538.89	\$1,590.54	\$1,642.42	\$1,694.56	\$1,746.10	\$1,789.89	\$1,834.60
		Daily	\$143.55	\$148.72	\$153.89	\$159.06	\$164.25	\$169.46	\$174.61	\$178.99	\$183.46
		Hourly	\$20.51	\$21.25	\$21.99	\$22.73	\$23.47	\$24.21	\$24.95	\$25.57	\$26.21
EU	16	Annual	\$39,286.00	\$40,681.00	\$42,072.00	\$43,463.00	\$44,852.00	\$46,250.00	\$47,638.00	\$48,828.00	\$50,050.00
		Bi-Wk	\$1,505.22	\$1,558.66	\$1,611.96	\$1,665.25	\$1,718.47	\$1,772.04	\$1,825.22	\$1,870.81	\$1,917.63
		Daily	\$150.53	\$155.87	\$161.20	\$166.53	\$171.85	\$177.21	\$182.53	\$187.09	\$191.77
		Hourly	\$21.51	\$22.27	\$23.03	\$23.79	\$24.55	\$25.32	\$26.08	\$26.73	\$27.40
EU	17	Annual	\$41,230.00	\$42,664.00	\$44,099.00	\$45,529.00	\$46,962.00	\$48,389.00	\$49,823.00	\$51,067.00	\$52,345.00
		Bi-Wk	\$1,579.70	\$1,634.64	\$1,689.62	\$1,744.41	\$1,799.32	\$1,853.99	\$1,908.93	\$1,956.60	\$2,005.56
		Daily	\$157.97	\$163.47	\$168.97	\$174.45	\$179.94	\$185.40	\$190.90	\$195.66	\$200.56
		Hourly	\$22.57	\$23.36	\$24.14	\$24.93	\$25.71	\$26.49	\$27.28	\$27.96	\$28.66
EU	18	Annual	\$43,311.00	\$44,783.00	\$46,250.00	\$47,719.00	\$49,181.00	\$50,649.00	\$52,115.00	\$53,420.00	\$54,756.00
		Bi-Wk	\$1,659.43	\$1,715.83	\$1,772.04	\$1,828.32	\$1,884.33	\$1,940.58	\$1,996.75	\$2,046.75	\$2,097.94
		Daily	\$165.95	\$171.59	\$177.21	\$182.84	\$188.44	\$194.06	\$199.68	\$204.68	\$209.80
		Hourly	\$23.71	\$24.52	\$25.32	\$26.12	\$26.92	\$27.73	\$28.53	\$29.24	\$29.98

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EU	19	Annual	\$45,445.00	\$46,962.00	\$48,470.00	\$49,983.00	\$51,488.00	\$52,998.00	\$54,508.00	\$55,871.00	\$57,269.00
		Bi-Wk	\$1,741.19	\$1,799.32	\$1,857.09	\$1,915.06	\$1,972.73	\$2,030.58	\$2,088.43	\$2,140.66	\$2,194.22
		Daily	\$174.12	\$179.94	\$185.71	\$191.51	\$197.28	\$203.06	\$208.85	\$214.07	\$219.43
		Hourly	\$24.88	\$25.71	\$26.53	\$27.36	\$28.19	\$29.01	\$29.84	\$30.59	\$31.35
EU	20	Annual	\$47,762.00	\$49,308.00	\$50,856.00	\$52,398.00	\$53,942.00	\$55,488.00	\$57,034.00	\$58,461.00	\$59,923.00
		Bi-Wk	\$1,829.97	\$1,889.20	\$1,948.51	\$2,007.59	\$2,066.75	\$2,125.98	\$2,185.22	\$2,239.89	\$2,295.91
		Daily	\$183.00	\$188.92	\$194.86	\$200.76	\$206.68	\$212.60	\$218.53	\$223.99	\$229.60
		Hourly	\$26.15	\$26.99	\$27.84	\$28.68	\$29.53	\$30.38	\$31.22	\$32.00	\$32.80
EU	21	Annual	\$50,115.00	\$51,709.00	\$53,294.00	\$54,882.00	\$56,476.00	\$58,061.00	\$59,657.00	\$61,149.00	\$62,676.00
		Bi-Wk	\$1,920.12	\$1,981.19	\$2,041.92	\$2,102.76	\$2,163.84	\$2,224.56	\$2,285.71	\$2,342.88	\$2,401.38
		Daily	\$192.02	\$198.12	\$204.20	\$210.28	\$216.39	\$222.46	\$228.58	\$234.29	\$240.14
		Hourly	\$27.44	\$28.31	\$29.18	\$30.04	\$30.92	\$31.78	\$32.66	\$33.47	\$34.31
EU	22	Annual	\$51,488.00	\$53,373.00	\$55,263.00	\$57,145.00	\$59,035.00	\$60,919.00	\$62,806.00	\$64,377.00	\$65,987.00
		Bi-Wk	\$1,972.73	\$2,044.95	\$2,117.36	\$2,189.47	\$2,261.88	\$2,334.07	\$2,406.37	\$2,466.56	\$2,528.24
		Daily	\$197.28	\$204.50	\$211.74	\$218.95	\$226.19	\$233.41	\$240.64	\$246.66	\$252.83
		Hourly	\$28.19	\$29.22	\$30.25	\$31.28	\$32.32	\$33.35	\$34.38	\$35.24	\$36.12
EU	23	Annual	\$53,926.00	\$55,893.00	\$57,853.00	\$59,824.00	\$61,786.00	\$63,753.00	\$65,718.00	\$67,362.00	\$69,046.00
		Bi-Wk	\$2,066.14	\$2,141.50	\$2,216.60	\$2,292.11	\$2,367.28	\$2,442.65	\$2,517.94	\$2,580.92	\$2,645.45
		Daily	\$206.62	\$214.15	\$221.66	\$229.22	\$236.73	\$244.27	\$251.80	\$258.10	\$264.55
		Hourly	\$29.52	\$30.60	\$31.67	\$32.75	\$33.82	\$34.90	\$35.98	\$36.88	\$37.80
EU	24	Annual	\$56,519.00	\$58,567.00	\$60,615.00	\$62,667.00	\$64,714.00	\$66,758.00	\$68,811.00	\$70,530.00	\$72,294.00
		Bi-Wk	\$2,165.48	\$2,243.95	\$2,322.42	\$2,401.04	\$2,479.47	\$2,557.78	\$2,636.44	\$2,702.30	\$2,769.89
		Daily	\$216.55	\$224.40	\$232.25	\$240.11	\$247.95	\$255.78	\$263.65	\$270.23	\$276.99
		Hourly	\$30.94	\$32.06	\$33.18	\$34.31	\$35.43	\$36.54	\$37.67	\$38.61	\$39.57
EU	25	Annual	\$59,281.00	\$61,407.00	\$63,524.00	\$65,648.00	\$67,779.00	\$69,902.00	\$72,022.00	\$73,822.00	\$75,668.00
		Bi-Wk	\$2,271.31	\$2,352.76	\$2,433.87	\$2,515.25	\$2,596.90	\$2,678.24	\$2,759.47	\$2,828.43	\$2,899.16
		Daily	\$227.14	\$235.28	\$243.39	\$251.53	\$259.69	\$267.83	\$275.95	\$282.85	\$289.92
		Hourly	\$32.45	\$33.62	\$34.77	\$35.94	\$37.10	\$38.27	\$39.43	\$40.41	\$41.42
EU	26	Annual	\$62,203.00	\$64,402.00	\$66,612.00	\$68,811.00	\$71,011.00	\$73,214.00	\$75,410.00	\$77,298.00	\$79,230.00
		Bi-Wk	\$2,383.26	\$2,467.51	\$2,552.19	\$2,636.44	\$2,720.73	\$2,805.14	\$2,889.28	\$2,961.61	\$3,035.64
		Daily	\$238.33	\$246.76	\$255.22	\$263.65	\$272.08	\$280.52	\$288.93	\$296.17	\$303.57
		Hourly	\$34.05	\$35.26	\$36.46	\$37.67	\$38.87	\$40.08	\$41.28	\$42.31	\$43.37

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EU	27	Annual	\$65,284.00	\$67,567.00	\$69,849.00	\$72,121.00	\$74,402.00	\$76,680.00	\$78,961.00	\$80,937.00	\$82,960.00
		Bi-Wk	\$2,501.31	\$2,588.78	\$2,676.21	\$2,763.26	\$2,850.66	\$2,937.94	\$3,025.33	\$3,101.04	\$3,178.55
		Daily	\$250.14	\$258.88	\$267.63	\$276.33	\$285.07	\$293.80	\$302.54	\$310.11	\$317.86
		Hourly	\$35.74	\$36.99	\$38.24	\$39.48	\$40.73	\$41.98	\$43.22	\$44.31	\$45.41
EU	28	Annual	\$68,584.00	\$70,942.00	\$73,301.00	\$75,664.00	\$78,015.00	\$80,374.00	\$82,731.00	\$84,800.00	\$86,919.00
		Bi-Wk	\$2,627.74	\$2,718.09	\$2,808.47	\$2,899.01	\$2,989.09	\$3,079.47	\$3,169.78	\$3,249.05	\$3,330.23
		Daily	\$262.78	\$271.81	\$280.85	\$289.91	\$298.91	\$307.95	\$316.98	\$324.91	\$333.03
		Hourly	\$37.54	\$38.83	\$40.13	\$41.42	\$42.71	\$44.00	\$45.29	\$46.42	\$47.58
EU	29	Annual	\$69,241.00	\$71,841.00	\$74,440.00	\$77,039.00	\$79,637.00	\$82,236.00	\$84,833.00	\$86,952.00	\$89,127.00
		Bi-Wk	\$2,652.92	\$2,752.53	\$2,852.11	\$2,951.69	\$3,051.23	\$3,150.81	\$3,250.31	\$3,331.50	\$3,414.83
		Daily	\$265.30	\$275.26	\$285.22	\$295.17	\$305.13	\$315.09	\$325.04	\$333.15	\$341.49
		Hourly	\$37.90	\$39.33	\$40.75	\$42.17	\$43.59	\$45.02	\$46.44	\$47.60	\$48.79
EU	30	Annual	\$72,022.00	\$74,694.00	\$77,376.00	\$80,043.00	\$82,712.00	\$85,388.00	\$88,068.00	\$90,270.00	\$92,526.00
		Bi-Wk	\$2,759.47	\$2,861.84	\$2,964.60	\$3,066.79	\$3,169.05	\$3,271.58	\$3,374.26	\$3,458.63	\$3,545.06
		Daily	\$275.95	\$286.19	\$296.46	\$306.68	\$316.91	\$327.16	\$337.43	\$345.87	\$354.51
		Hourly	\$39.43	\$40.89	\$42.36	\$43.82	\$45.28	\$46.74	\$48.21	\$49.41	\$50.65
EU	31	Annual	\$74,912.00	\$77,666.00	\$80,420.00	\$83,169.00	\$85,924.00	\$88,675.00	\$91,430.00	\$93,716.00	\$96,059.00
		Bi-Wk	\$2,870.20	\$2,975.71	\$3,081.23	\$3,186.56	\$3,292.11	\$3,397.51	\$3,503.07	\$3,590.66	\$3,680.43
		Daily	\$287.02	\$297.58	\$308.13	\$318.66	\$329.22	\$339.76	\$350.31	\$359.07	\$368.05
		Hourly	\$41.01	\$42.52	\$44.02	\$45.53	\$47.04	\$48.54	\$50.05	\$51.30	\$52.58
EU	32	Annual	\$77,916.00	\$80,742.00	\$83,567.00	\$86,400.00	\$89,228.00	\$92,057.00	\$94,891.00	\$97,264.00	\$99,697.00
		Bi-Wk	\$2,985.29	\$3,093.57	\$3,201.81	\$3,310.35	\$3,418.70	\$3,527.09	\$3,635.68	\$3,726.60	\$3,819.81
		Daily	\$298.53	\$309.36	\$320.19	\$331.04	\$341.87	\$352.71	\$363.57	\$372.66	\$381.99
		Hourly	\$42.65	\$44.20	\$45.75	\$47.30	\$48.84	\$50.39	\$51.94	\$53.24	\$54.57
EU	33	Annual	\$81,050.00	\$83,959.00	\$86,864.00	\$89,772.00	\$92,682.00	\$95,587.00	\$98,502.00	\$100,967.00	\$103,492.00
		Bi-Wk	\$3,105.37	\$3,216.82	\$3,328.13	\$3,439.55	\$3,551.04	\$3,662.34	\$3,774.03	\$3,868.47	\$3,965.22
		Daily	\$310.54	\$321.69	\$332.82	\$343.96	\$355.11	\$366.24	\$377.41	\$386.85	\$396.53
		Hourly	\$44.37	\$45.96	\$47.55	\$49.14	\$50.73	\$52.32	\$53.92	\$55.27	\$56.65
EU	34	Annual	\$84,387.00	\$87,376.00	\$90,362.00	\$93,350.00	\$96,336.00	\$99,326.00	\$102,307.00	\$104,865.00	\$107,488.00
		Bi-Wk	\$3,233.22	\$3,347.74	\$3,462.15	\$3,576.63	\$3,691.04	\$3,805.60	\$3,919.81	\$4,017.82	\$4,118.32
		Daily	\$323.33	\$334.78	\$346.22	\$357.67	\$369.11	\$380.56	\$391.99	\$401.79	\$411.84
		Hourly	\$46.19	\$47.83	\$49.46	\$51.10	\$52.73	\$54.37	\$56.00	\$57.40	\$58.84

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EU	35	Annual	\$87,856.00	\$90,916.00	\$93,983.00	\$97,046.00	\$100,107.00	\$103,165.00	\$106,235.00	\$108,890.00	\$111,614.00
		Bi-Wk	\$3,366.14	\$3,483.38	\$3,600.89	\$3,718.24	\$3,835.52	\$3,952.69	\$4,070.31	\$4,172.04	\$4,276.40
		Daily	\$336.62	\$348.34	\$360.09	\$371.83	\$383.56	\$395.27	\$407.04	\$417.21	\$427.64
		Hourly	\$48.09	\$49.77	\$51.45	\$53.12	\$54.80	\$56.47	\$58.15	\$59.61	\$61.10
EU	36	Annual	\$91,510.00	\$94,647.00	\$97,794.00	\$100,933.00	\$104,077.00	\$107,215.00	\$110,357.00	\$113,117.00	\$115,945.00
		Bi-Wk	\$3,506.14	\$3,626.33	\$3,746.90	\$3,867.17	\$3,987.63	\$4,107.86	\$4,228.24	\$4,333.99	\$4,442.34
		Daily	\$350.62	\$362.64	\$374.69	\$386.72	\$398.77	\$410.79	\$422.83	\$433.40	\$444.24
		Hourly	\$50.09	\$51.81	\$53.53	\$55.25	\$56.97	\$58.69	\$60.41	\$61.92	\$63.47
EU	37	Annual	\$95,307.00	\$98,532.00	\$101,762.00	\$104,990.00	\$108,220.00	\$111,449.00	\$114,676.00	\$117,542.00	\$120,481.00
		Bi-Wk	\$3,651.61	\$3,775.18	\$3,898.93	\$4,022.61	\$4,146.37	\$4,270.08	\$4,393.72	\$4,503.53	\$4,616.14
		Daily	\$365.17	\$377.52	\$389.90	\$402.27	\$414.64	\$427.01	\$439.38	\$450.36	\$461.62
		Hourly	\$52.17	\$53.94	\$55.70	\$57.47	\$59.24	\$61.01	\$62.77	\$64.34	\$65.95
EU	38	Annual	\$99,242.00	\$102,538.00	\$105,845.00	\$109,148.00	\$112,453.00	\$115,755.00	\$119,060.00	\$122,038.00	\$125,088.00
		Bi-Wk	\$3,802.38	\$3,928.66	\$4,055.37	\$4,181.92	\$4,308.55	\$4,435.06	\$4,561.69	\$4,675.79	\$4,792.65
		Daily	\$380.24	\$392.87	\$405.54	\$418.20	\$430.86	\$443.51	\$456.17	\$467.58	\$479.27
		Hourly	\$54.32	\$56.13	\$57.94	\$59.75	\$61.56	\$63.36	\$65.17	\$66.80	\$68.47
EU	39	Annual	\$103,369.00	\$106,751.00	\$110,131.00	\$113,520.00	\$116,902.00	\$120,277.00	\$123,666.00	\$126,758.00	\$129,928.00
		Bi-Wk	\$3,960.50	\$4,090.08	\$4,219.58	\$4,349.43	\$4,479.01	\$4,608.32	\$4,738.17	\$4,856.63	\$4,978.09
		Daily	\$396.05	\$409.01	\$421.96	\$434.95	\$447.91	\$460.84	\$473.82	\$485.67	\$497.81
		Hourly	\$56.58	\$58.43	\$60.28	\$62.14	\$63.99	\$65.84	\$67.69	\$69.39	\$71.12
EU	40	Annual	\$107,678.00	\$111,128.00	\$114,590.00	\$118,041.00	\$121,497.00	\$124,950.00	\$128,406.00	\$131,617.00	\$134,906.00
		Bi-Wk	\$4,125.60	\$4,257.78	\$4,390.43	\$4,522.65	\$4,655.06	\$4,787.36	\$4,919.78	\$5,042.80	\$5,168.82
		Daily	\$412.56	\$425.78	\$439.05	\$452.27	\$465.51	\$478.74	\$491.98	\$504.28	\$516.89
		Hourly	\$58.94	\$60.83	\$62.73	\$64.61	\$66.51	\$68.40	\$70.29	\$72.04	\$73.85
EU	41	Annual	\$112,175.00	\$115,718.00	\$119,255.00	\$122,798.00	\$126,334.00	\$129,870.00	\$133,408.00	\$136,744.00	\$140,163.00
		Bi-Wk	\$4,297.90	\$4,433.64	\$4,569.16	\$4,704.91	\$4,840.39	\$4,975.87	\$5,111.42	\$5,239.24	\$5,370.23
		Daily	\$429.79	\$443.37	\$456.92	\$470.50	\$484.04	\$497.59	\$511.15	\$523.93	\$537.03
		Hourly	\$61.40	\$63.34	\$65.28	\$67.22	\$69.15	\$71.09	\$73.03	\$74.85	\$76.72
EU	42	Annual	\$116,852.00	\$120,474.00	\$124,094.00	\$127,702.00	\$131,326.00	\$134,938.00	\$138,563.00	\$142,029.00	\$145,579.00
		Bi-Wk	\$4,477.09	\$4,615.87	\$4,754.56	\$4,892.80	\$5,031.65	\$5,170.04	\$5,308.93	\$5,441.73	\$5,577.74
		Daily	\$447.71	\$461.59	\$475.46	\$489.28	\$503.17	\$517.01	\$530.90	\$544.18	\$557.78
		Hourly	\$63.96	\$65.95	\$67.93	\$69.90	\$71.89	\$73.86	\$75.85	\$77.74	\$79.69

P-4 EU 35-Hours Salary Plan Effective 06/18/2010

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
EU	43	Annual	\$121,818.00	\$125,504.00	\$129,197.00	\$132,883.00	\$136,578.00	\$140,261.00	\$143,951.00	\$147,550.00	\$151,239.00
		Bi-Wk	\$4,667.36	\$4,808.59	\$4,950.08	\$5,091.31	\$5,232.88	\$5,373.99	\$5,515.37	\$5,653.26	\$5,794.60
		Daily	\$466.74	\$480.86	\$495.01	\$509.14	\$523.29	\$537.40	\$551.54	\$565.33	\$579.46
		Hourly	\$66.68	\$68.70	\$70.72	\$72.74	\$74.76	\$76.78	\$78.80	\$80.77	\$82.78